

Sexual Harassment Prevention Commissioner

הנציבה למניעת הטרדה מינית •••



Monday, May 25, 2020

Dear Colleagues,

Re: Amendment to TAU Sexual Harassment Procedure 01-015

The Safe Campus Forum has been reviewing Tel Aviv University's Sexual Harassment Procedure, and this review has resulted in certain changes to the procedure.

The proposal to amend the Sexual Harassment Procedure has been approved by the Student Union, the Senior Lecturers Union, and the Administrative Employees Committee, the University Senate, the Administrative Procedures Committee, and the Board of Directors. See: https://www.tau.ac.il/sites/default/files/media_server/General/yoets/01-015.pdf

These are the highlights of the changes:

1. A breakdown of the acts/behaviors constituting sexual harassment by law is to be found in the body of the procedure (rather than via a link to the relevant law and its statutes).
2. The possibility of appointing a support person on behalf of the university to accompany/support the victim whenever necessary (academic/administrative support) has been added.
3. The obligation to report sexual harassment has been added.
4. The possibility of the commissioner referring the victim of the harasser to receive psychological first aid (for students, faculty members, and administrative staff) has been added. At present, assistance is provided only to students as part of the Dean's services.
5. The commissioner explicit obligation to keep the victim informed of his/her rights during the investigation and its developments has been added.
6. A breakdown of the victim's rights during the disciplinary procedure has been added.
7. A victim is entitled to ask the court that a representative of the relevant employee association/Student Union serve as an observer during its deliberations. (At present, the Sexual Harassment Procedure provides this option only to the academic faculty.)
8. The courts have been empowered to order the removal of the party convicted of sexual harassment or assault from campus property – the dorms and/or the whole campus/parts thereof – and ban him/her from participating in activities and/or events connected to the university for a period of time the courts deem necessary and for reasons they will provide.

With wishes for continued good health,

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<https://harassment-prevention.tau.ac.il/safe-campus/main>